



**EMPLOYING SUCCESSFUL STRATEGIES TO CLOSE THE WAGE GAP**

The following strategies have been shown to help encourage women’s participation in the workforce, and to close critical gaps in opportunity and performance. While no one strategy is a panacea, and none are appropriate for all settings, this broad array of remedies is offered as a flexible tool kit for employers. This is by no means an exhaustive list, and many employers who sign the Vermont Equal Pay Compact will choose other strategies that are relevant and helpful within their own work environment.

OPPORTUNITIES	STRATEGIES
HIRING	<div>1. Advertise open positions in venues likely to reach women</div> <div>2. Craft recruiting language that is inclusive of women</div> <div>3. Enlist diverse evaluators in the hiring process</div> <div>4. Educate evaluators and hiring managers in overcoming bias</div> <div>5. Create an initial applicant screening process that is gender-blind</div> <div>6. Evaluate starting salaries for new hires</div>
NEGOTIATIONS	<div>7. If a position’s salary is negotiable, state this explicitly in the job posting</div> <div>8. Sponsor negotiations training for high school and college students and young women professionals</div>
WAGE TRANSPARENCY	<div>9. Publish salary ranges by level in accessible formats</div> <div>10. Standardize compensation, particularly discretionary compensation such as bonuses</div>
PERFORMANCE EVALUATION	<div>11. Conduct comparative professional reviews and promotions</div> <div>12. Publish and gain commitment for employee performance criteria</div> <div>13. Provide feedback to employees rejected for promotion to help them understand how to improve</div>
WORKPLACE CULTURE	<div>14. Evaluate causes of attrition among women, including mothers and non-mothers</div> <div>15. Offer onsite or subsidized child care</div> <div>16. Offer child care referral or back up child care services</div> <div>17. Offer paid family leave</div> <div>18. Offer paid sick days, allowing their use to care for sick family members</div> <div>19. Create programs that enable employee schedule control, such as flex time, job sharing, and telecommuting</div> <div>20. Train managers to manage a flexible workforce</div> <div>21. Support mentoring programs for women</div>

<b>COMPENSATION AND PROMOTION</b>	<ul style="list-style-type: none"> <li>22. Survey employee pay regularly to detect discrepancies between job level/skills and pay</li> <li>23. Conduct an internal audit of employee compensation to detect any gender inequities</li> <li>24. Create clear procedures for promotion and advancement opportunities</li> <li>25. Provide structural supports to move women up the talent pipeline</li> </ul>
<b>SENIOR REPRESENTATION</b>	<ul style="list-style-type: none"> <li>26. Actively recruit women to executive level and board positions</li> <li>27. Include women in senior search committees</li> <li>28. Achieve equitable gender representation on compensation committees</li> </ul>
<b>EDUCATION</b>	<ul style="list-style-type: none"> <li>29. Support initiatives that expose girls and young women to high-wage professions, particularly STEM fields</li> <li>30. Expose young women to female role models in fields where they are underrepresented</li> <li>31. Increase opportunities for girls to take high school courses in STEM, trades, and other nontraditional fields</li> <li>32. Expand STEM introductory college courses</li> <li>33. Recruit female faculty into positions in fields where they are underrepresented</li> <li>34. Train teachers and youth workers to be aware of unconscious gender bias and stereotype threat</li> </ul>
<b>CAREER PATH</b>	<ul style="list-style-type: none"> <li>35. Evaluate female student perceptions of your industry</li> <li>36. Create recruiting initiatives for women in underrepresented fields</li> <li>37. Support training programs for women in the trades and other nontraditional fields</li> <li>38. Create an internship program that focuses on bringing in female students</li> </ul>
<b>ENTREPRENEURSHIP</b>	<ul style="list-style-type: none"> <li>39. Seek gender diversity among investment partners</li> <li>40. Showcase successful women entrepreneurs</li> <li>41. Design incubators and co-working spaces to support entrepreneurs with families</li> <li>42. Support programs that provide education and resources to women starting businesses</li> </ul>

*Strategies courtesy of 100% Talent: The Boston Women's Compact*